Amendments to the Claims:

This listing of claims will replace all prior versions, and listings, of claims in the application:

Listing of Claims:

1.   (Currently Amended) A system for identifying a business organization transformation opportunity for a business organization that provides a product or service, comprising:

a microprocessor configured to receive a plurality of business organization data inputs corresponding to a first state of a first business organization function of the business organization, wherein the first business organization function is associated with providing the product or service, analyze at least one of the business organization data inputs by comparing the at least one business organization data input to in accordance with at least one industry threshold, determine a performance matrix of the business organization based on the comparison, [[and]] model a business organization transformation opportunity scenario that includes a second state of the first business organization function, different than the first state, associated with providing the product or service responsive to the analysis, and determine an effect on the performance matrix of transforming the business organization to the second state based on the model; and

a hardware display coupled to the microprocessor, the hardware display presenting to present a user interface that includes information associated with the modeled business organization transformation opportunity scenario.

2. (Previously Presented)   The system of claim 1, wherein the first business organization function is a human resources function.

3. (Currently Amended)   The system of claim 1, wherein the business

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organization transformation opportunity scenario is at least one of a broad-outsourcing transformation scenario, an internal transformation scenario, and a mixed outsourced and internal transformation scenario ~~for executing the first business organization function of the business organization~~.

4. (Previously Presented) The system of claim 1, wherein the microprocessor is configured to provide a cost savings estimate corresponding to implementation of the second state of the first business organization function.

5. (Previously Presented)   The system of claim 1, wherein the microprocessor is configured to receive at least one of the plurality of business organization data inputs from a survey.

6. (Previously Presented)   The system of claim 1, wherein the microprocessor is configured to receive at least one of the plurality of business organization data inputs from an HTML survey.

7. (Currently Amended)   The system of claim 1, wherein the microprocessor <u>is</u> <u>configured to execute</u> ~~executes~~ programmed code stored at a storage device.

8. (Currently Amended)   The system of claim 7, wherein the programmed code is a spreadsheet <u>executable</u> ~~for execution~~ on a spreadsheet program.

9. (Currently Amended)   The system of claim 1, wherein the at least one industry threshold includes information regarding at least one of<u>:</u> a number of employees desired for performing the first business organization function, cost information ~~to transform the first state to the second state~~, labor information ~~to transform the first state to the second state~~, and technology information ~~to transform the first state to the second state~~.

10. (Withdrawn) A system for human resource transformation analysis, comprising:

means for receiving information associated with a plurality of financial and business organization function-based metrics of a business organization;

means for providing responses to a set of queries associated with the metrics;

means for comparing at least one metric at least one with industry threshold for an industry associated with the business organization; and

means for modeling a transformation scenario with respect to a particular function of the business organization responsive to the means for comparing.

11. (Withdrawn) The system of claim 10, wherein the business organization function-based metrics include business organization human resources function metrics.

12. (Withdrawn) The system of claim 10, further comprising means for determining a savings estimate for the business organization if the modeled transformation scenario is adopted.

13. (Withdrawn) The system of claim 10, further comprising: means for identifying a plurality of differences between the metrics and the industry thresholds; wherein the means for modeling the transformation scenario includes means for modeling the transformation scenario responsive to at least one of the plurality of differences between the metrics and the industry thresholds.

14. (Withdrawn) The system of claim 10, wherein the at least one industry threshold includes information regarding at least one of a number of employees

desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

15. (Currently Amended) A readable storage media having processor executable instructions to:

        receive a plurality of business organization data inputs corresponding to a first state of a first business organization function of a business organization, wherein the first business organization function is associated with providing a product or service of the business organization;

        analyze at least one of the business organization data inputs <u>by comparing the at least one business organization data input to</u> in accordance with at least one industry threshold<u>;</u>

        <u>determine a performance matrix of the business organization based on the comparison;</u> [[and]]

        model a business organization transformation opportunity scenario that includes a second state of the first business organization function, different than the first state, associated with providing the product or service responsive to the analysis<u>; and</u>

        <u>determine an effect on the performance matrix of transforming the business organization to the second state based on the model.</u>

16. (Previously Presented) The computer readable storage media of claim 15, wherein the first business organization function is a human resources function.

17. (Previously Presented) The computer readable storage media of claim 15, wherein the business organization transformation opportunity scenario is at least one of a broad-outsourcing transformation scenario, an internal transformation scenario,

and a mixed outsourcing and internal transformation scenario for executing the first business organization function of the business organization.

18. (Previously Presented) The computer readable storage media of claim 15, having processor executable instructions to provide a savings estimate if the modeled business organization transformation opportunity scenario is implemented.

19. (Previously Presented) The computer readable storage media of claim 15, wherein the at least one industry threshold includes information regarding at least one of a number of employees desired for performing the first business organization function, cost information to transform the first state to the second state, labor information to transform the first state to the second state, and technology information to transform the first state to the second state.

20. (Currently Amended)   A method of identifying a business organization transformation opportunity for a business organization that provides a product or service, the method comprising a computer comprising:

  displaying on a display a first set of data fields corresponding to business organization data of the business organization;

  receiving a plurality of business organization data inputs from a data entry terminal by a user and responsively displaying the received business organization data inputs in the first set of data fields, wherein the plurality of business organization data inputs correspond to a first state of a first business organization function of the business, and wherein the first business organization function is associated with providing the product or service;

  analyzing at least one of the business organization data inputs by comparing the at least one business organization data input to in accordance with at least one industry threshold;

determining a performance matrix of the business organization based on the comparison;

automatically modeling ~~by a processor~~ a business organization transformation opportunity scenario that includes a second state of the first business organization function, different than the first state, associated with providing the product or service responsive to the analysis;

determining an effect on the performance matrix of transforming the business organization to the second state based on the model; and

displaying on the display a user interface that includes information associated with the modeled business organization transformation opportunity scenario.

21. (Previously Presented) The method of claim 20, wherein the plurality of business organization data inputs includes at least one of current general client data, client growth rate assumptions, client human resource operating cost data, client activity analysis information, and implementation cost estimate assumptions.

22. (Canceled)

23. (Previously Presented) The method of claim 20, wherein the plurality of business organization data inputs are received from a software tool in communication with the data entry terminal.

24. (Previously Presented) The method of claim 23, wherein the software tool comprises an HTML survey.

25. (Previously Presented) The method of claim 24, wherein the software tool prompts a user for at least one of the plurality of business organization data inputs.

26. (Canceled)

27. (Previously Presented)   The method of claim 20 further comprising receiving the at least one business organization data input from a database in communication with the data entry terminal.

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28. (Previously Presented)   The method of claim 20, wherein the plurality of business organization data inputs include a first business organization data input generated by a software tool based on information from a report regarding business organization data of the business organization.

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29. (Previously Presented)   The method of claim 20, wherein the analyzing the at least one of the business organization data inputs in accordance with at least one industry threshold includes:

        generating current metric information indicating a current state of the business organization; and

        generating end-state summary information indicating a state of the business organization if a modeled business organization transformation scenario is initiated.

30. (Previously Presented)   The method of claim 20, wherein the business organization transformation opportunity scenario is at least one of a broad-outsourcing transformation scenario wherein the first business organization function is outsourced, an internal transformation scenario wherein the first business organization function is internally restructured, and a mixed transformation scenario wherein the first business organization function is outsourced and internally

restructured, for executing the first business organization function of the business organization.

31. (Original) The method of claim 30, wherein:

modeling the broad-outsourcing transformation scenario includes modeling the broad-outsourcing transformation scenario to outsource at least a pre-selected upper bound of a particular function of the business organization;

modeling the mixed transformation scenario includes modeling the mixed transformation scenario to outsource between a pre-selected lower bound and the pre-selected upper bound of the particular function of the business organization; and

modeling the internal transformation scenario includes modeling the internal transformation scenario to outsource less than the pre-selected lower bound of the particular function of the business organization.

32. (Original) The method of claim 31, wherein the modeling of the at least one of a broad-outsourcing transformation scenario and a mixed transformation scenario for the particular function of the business organization includes outsourcing at least one sub-function of the particular function of the business organization.

33. (Original) The method of claim 31, wherein the modeling of the at least one of the mixed and internal transformation scenarios includes internally restructuring at least some of a remaining portion of the particular function of the business organization.

34. (Original) The method of claim 33, wherein the restructuring of the at least one of the mixed and internal transformation scenarios for the particular function of the business organization includes restructuring at least one sub-function of the particular function of the business organization.

35. (Previously Presented)   The method of claim 20, wherein the first business organization function is a human resources function.

36. (Previously Presented)   The method of claim 20, wherein the first business organization function includes at least one sub-function.

37. (Previously Presented)   The method of claim 36, wherein the at least one sub-function is a human resources sub-function and wherein automatically modeling the business organization transformation opportunity scenario includes modeling information regarding at least one of a recruiting, time and attendance, training and development, performance management, compensation and benefits, employee relations, organization effectiveness, human resources management, knowledge management, human resources information systems and reporting, payroll and vendor management function.

38. (Previously Presented)   The method of claim 20, further comprising:

displaying a cost-savings estimate corresponding to use of a modeled business organization transformation opportunity scenario.

39. (Previously Presented)   The method of claim 20 further comprising:

displaying alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

40. (Previously Presented)   The method of claim 20, wherein the plurality of business organization data inputs includes at least one of business organization data regarding As-is cost data, As-Is time data, To-Be basic data, To-Be labor sourcing data, To-Be non-labor sourcing data, To-Be outsource cost data, retained transition cost data, and retained benefits schedule data.

41. (Previously Presented)   The method of claim 20, wherein the information is at least one of As-Is cost analysis information, activity analysis information, and business organization sizing analysis information.

42. (Previously Presented)   The method of claim 20, wherein the information is at least one of solution summary information, cash flow with growth information, cash flow no growth information, and pro forma summary information.

43. (Previously Presented)   The method of claim 20, further comprising

receiving the plurality of business organization data inputs at a data input field of a spreadsheet;

performing a calculation between at least one data input field of the spreadsheet, and at least one industry standard provided at an industry standard field of the spreadsheet, the calculation being placed at a respective result field of the spreadsheet; and

providing comparison information between the result field and at least one of the data input fields and the industry standard field.

44. (Previously Presented)   The method of claim 20, further comprising analyzing at least one of the business organization data inputs in accordance with information regarding at least one of a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

45. (Previously Presented)   The method of claim 20, further comprising analyzing at least one of the business organization data inputs in accordance with at least one of an internal threshold regarding information from a transformation organization

performing the analysis of the business organization for transformation, and an external industry threshold provided by an external organization specializing in providing industry thresholds.

46. (Previously Presented)   The method of claim 45, wherein the at least one internal threshold is at least one of assumptions regarding a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

47. (Currently Amended)   A computer readable storage media having processor executable instructions to:

> receive a plurality of business organization data inputs corresponding to a first state of a first business organization function of a business organization that provides a product or service;
>
> analyze at least one of the plurality of business organization data inputs by comparing the at least one business organization data input to ~~in accordance with~~ at least one industry threshold;
>
> determine a performance matrix of the business organization based on the comparison, by generating at least one of:
>
> current metric information indicating a current state of the business organization, and
>
> end-state summary information indicating a state of the business organization if a modeled transformation scenario is initiated; [[and]]
>
> model a business organization transformation opportunity scenario that includes a second state of the first business organization function, different than the first state, associated with providing the product or service responsive to the analysis; and

<u>determine an effect on the performance matrix of transforming the</u>
<u>business organization to the second state based on the model</u>.

48. (Previously Presented)   The computer readable storage media of claim 47, wherein the plurality of business organization data inputs includes at least one of current general client data, client growth rate assumptions, client human resource operating cost data, client activity analysis information, and implementation cost estimate assumptions.

49. (Previously Presented)   The computer readable storage media of claim 47 having processor executable instructions to receive at least one business organization data input from a data entry terminal.

50. (Previously Presented)   The computer readable storage media of claim 47, wherein the business organization transformation opportunity scenario is at least one of a broad-outsourcing transformation scenario, internal transformation scenario, and a mixed transformation scenario of the first business organization function.

51. (Previously Presented)   The computer readable storage media of claim 50, wherein:

the broad-outsourcing transformation scenario includes outsourcing at least a pre-selected upper bound of a the first business organization function;

the mixed transformation scenario includes outsourcing between a pre-selected lower bound and the pre-selected upper bound of the first business organization function; and

the internal transformation scenario includes outsourcing less than the pre-selected lower bound of the first business organization function.

52. (Previously Presented)   The computer readable storage media of claim 51, wherein one of the broad-outsourcing transformation scenario and mixed transformation scenario includes outsourcing at least one sub-function of the first business organization function.

53. (Previously Presented)   The computer readable storage media of claim 51, wherein one of the mixed transformation scenario and the internal transformation scenario includes internally restructuring at least some of a remaining portion of the first business organization function.

54. (Previously Presented)   The computer readable storage media of claim 53, wherein one of the mixed transformation scenario and the internal transformation scenario includes restructuring at least one sub-function of the first business organization function.

55. (Previously Presented)   The computer readable storage media of claim 47, wherein the first business organization function is human resources function.

56. (Previously Presented)   The computer readable storage media of claim 47, having processor executable instructions to model at least one sub-function of the first business organization function.

57. (Previously Presented)   The computer readable storage media of claim 56, wherein the first business organization function is a human resource function, and the sub-function is at least one of a recruiting, time and attendance, training and development, performance management, compensation and benefits, employee relations, organization effectiveness, human resources management, knowledge

management, human resources information systems and reporting, payroll and vendor management.

58. (Previously Presented)   The computer readable storage media of claim 47 having processor executable instructions to provide:

a cost-savings estimate corresponding to use of a modeled business organization transformation opportunity scenario.

59.   (Previously Presented) The computer readable storage media of claim 47 having processor executable instructions to provide

alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

60. (Previously Presented)   The computer readable storage media of claim 47 having processor executable instructions to implement a spreadsheet in conjunction with a spreadsheet program, and where

the spreadsheet includes: a data input field to receive the plurality of business organization data inputs,

an industry standard field to receive an industry standard, and

a result field, wherein the processor executable instructions include instructions to perform a calculation between the data input field and the industry standard field and place the calculation result at the result field and to compare

information between at least one of the data input field and the industry standard field, and the result field.

61. (Previously Presented)   The computer readable storage media of claim 47 having processor executable instructions to analyze at least one of the plurality of business organization data inputs in accordance with information regarding at least one of a number of employees desired for performing the first business organization

function, cost information for transforming the first business organization function, labor information for transforming the first business organization function, and technology information for transforming the first business organization function.

62. (Currently Amended)   A computer readable storage media having processor executable instructions to:

   receive a plurality of business organization data inputs;

   analyze at least one of the plurality of business organization data inputs in accordance with at least one industry threshold by generating at least one of As-Is cost analysis information, activity analysis information, and business organization sizing analysis information; [[and]]

   model a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis, wherein the business organization transformation scenario includes transforming a first state of the particular function to a second state of the particular function; and

   determine an effect on at least one of the As-Is cost, activity, and business organization sizing based on the model, and wherein the particular function is associated with providing a product or service of a business organization.

63. (Previously Presented)   The computer readable storage media of claim 62 having processor executable instructions to receive at least one of business organization data regarding As-Is cost data, As-Is time data, To-Be basic data, To-Be labor sourcing data, To-Be non-labor sourcing data, To-Be outsource cost data, retained transition cost data, and retained benefits schedule data.

64. (Previously Presented)   The computer readable storage media of claim 62 having processor executable instructions to receive at least one business organization input from a data entry terminal.

65. (Previously Presented)   The computer readable storage media of claim 62 having processor executable instructions to receive at least one business organization input from a software tool in communication with a data entry terminal.

66. (Previously Presented)   The computer readable storage media of claim 65 having processor executable instructions to receive at least one business organization input from an HTML survey.

67. (Previously Presented)   The computer readable storage media of claim 66, wherein receiving at least one business organization input from an HTML survey includes prompting a user of the HTML survey for at least one of the business organization data inputs.

68. (Canceled)

69. (Previously Presented)   The computer readable storage media of claim 65 having processor executable instructions to communicate the at least one business organization data input from the data entry terminal to a database, and to communicate the at least one business organization data input from the database to the software tool.

70. (Previously Presented)   The computer readable storage media of claim 65 having processor executable instructions to:

generate a related tool report responsive to at least one business organization data input received from the data entry terminal; and

communicate the related tool report to the software tool.

71. (Previously Presented)   The computer readable storage media of claim 62,

wherein the modeling the business organization transformation opportunity scenario includes modeling at least one of a broad-outsourcing transformation scenario, internal transformation scenario, and a mixed transformation scenario for the particular function of the business organization.

72. (Previously Presented)   The computer readable storage media of claim 71, wherein:

  modeling the broad-outsourcing transformation scenario includes modeling the broad-outsourcing transformation scenario to outsource at least a pre-determined upper bound of the particular function of the business organization;

  modeling the mixed transformation scenario includes modeling the mixed transformation scenario to outsource between a pre-determined lower bound and the pre-determined upper bound of the particular function of the business organization; and

  modeling the internal transformation scenario includes modeling the internal transformation scenario to outsource less than the pre-determine lower bound of the particular function of the business organization.

73. (Previously Presented)   The computer readable storage media of claim 72, wherein the modeling of the at least one of a broad-outsourcing transformation scenario and a mixed transformation scenario for the particular function of the business organization includes outsourcing at least one sub-function of the particular function of the business organization.

74. (Previously Presented)   The computer readable storage media of claim 72, wherein the modeling of the at least one of the mixed and internal transformation scenarios includes internally restructuring at least some of a remaining portion of the particular function of the business organization.

75. (Previously Presented) The computer readable storage media of claim 74, wherein the restructuring of the at least one of the mixed and internal transformation scenarios for the particular function of the business organization includes restructuring at least one sub-function of the particular function of the business organization.

76. (Previously Presented) The computer readable storage media of claim 62, wherein the particular function is a human resources function.

77. (Previously Presented) The computer readable storage media of claim 62, wherein the modeling the business organization transformation opportunity scenario with respect to a particular function of the business organization comprises modeling the business organization transformation opportunity scenario including model information regarding at least one sub-function of the particular function.

78. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to provide a cost-savings estimate corresponding to use of the modeled business organization transformation opportunity scenario.

79. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to provide alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

80. (Previously Presented) The computer readable storage media of claim 62, wherein the modeling a business organization transformation opportunity scenario includes generating at least one of solution summary information, cash flow with

growth information, cash flow no growth information, and pro forma summary information.

81. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to implement a spreadsheet executed in conjunction with a spreadsheet program, and where:

the spreadsheet includes a data input field to receive the plurality of business organization data inputs,

an industry standard field to receive an industry standard, and

a result field, wherein the processor executable instructions include instructions: to generate

at least one of As-is cost analysis information, activity analysis information, and business organization sizing analysis information by performing a calculation between the data input field and the industry standard field the calculation being placed at the result field, wherein the result field corresponds to at least one of the As-Is cost analysis information, activity analysis information, and business organization sizing analysis information, and

to compare information between at least one of the data input field and the industry standard field, and the result field.

82. (Previously Presented) The computer readable storage media of claim 62, wherein the analyzing at least one of the plurality of business organization data inputs in accordance with at least one industry threshold by generating at least one of As-is cost analysis information, activity analysis information, and business organization sizing analysis information, includes analyzing at least one of the business organization data inputs in accordance with information regarding at least one of a number of employees desired for performing the particular function of the business organization, cost information for transforming the particular function,

labor information for transforming the particular function, and technology information for transforming the particular function.

83. (Currently Amended)   A computer readable storage media having processor executable instructions to:

        receive a plurality of business organization data inputs at data fields, wherein the data fields are displayed on a user interface;

        determine information about the plurality of business organization data inputs by comparing the at least one business organization data input to ~~in accordance with~~ at least one industry threshold;

        determine a performance matrix of the business organization based on the comparison;

        model a transformation scenario based on the information;

        determine an effect on the performance matrix of transforming the business organization to the second state based on the model; and

        update the modeled transformation scenario as additional business organization data inputs are received at the data fields, and wherein the modeled transformation scenario includes transforming a first state of a first business organization function to a second state of the first business organization function, and wherein the first business organization function is associated with providing a product or service of a business organization.

84. (Previously Presented)   The computer readable storage media of claim 83, wherein the modeled transformation scenario is a human resources transformation scenario for the business organization.

85. (Previously Presented)   The computer readable storage media of claim 83, wherein the modeled transformation scenario is at least one of a broad-outsourcing

transformation, internal transformation, and mixed outsourcing and internal transformation.

86. (Canceled)